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Title: **Voorheesville Central School District and Voorheesville Teachers Association (2000)**

Employer Name: **Voorheesville Central School District**

Union: **Voorheesville Teachers Association**

Local:

Effective Date: **07/01/00**

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6403_06302004

Voorheesville Central School District
And Voorheesville Teachers Assn

647 SD
20060 TA

Memorandum of Agreement
between the
Board of Education
of the
Voorheesville Central School District
and the
Voorheesville Teachers Association

JULY 1, 2000 - JUNE 30, 2004

UNLESS OTHERWISE STATED, ALL OTHER TERMS AND CONDITIONS OF EMPLOYMENT AS PRESENTLY STATED IN THE 1993-2000 AGREEMENT, OTHER THAN EDITORIAL CHANGES, WILL REMAIN UNCHANGED IN THE NEW AGREEMENT. THE PARTIES AGREE THAT ANY FINAL MEMORANDUM OF AGREEMENT WILL BE SUBMITTED TO THE ASSOCIATION FOR RATIFICATION AND TO THE BOARD OF EDUCATION FOR RATIFICATION AND APPROVAL

RECEIVED

April 10, 2001

MAY 14 2001

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD

114

ARTICLE 4 - ASSOCIATION RIGHTS

[DELETE: (and renumber section 4)]

4.7 *The Board shall make arrangements for the direct deposit of employee paychecks in accounts maintained by employees in the bank in which the District maintains its payroll account.*

4.11 *The tax-sheltered annuity (TSA) sign-up deadline shall be October 15.*

NEW LANGUAGE:

4.11 **The tax-sheltered annuity (TSA) sign-up deadline shall be August 1 for September additions/changes and December 1 for January additions/changes. No other addition/change times are available.**

ARTICLE 5 - TEACHER EMPLOYMENT

5.1 *DELETE 2nd Paragraph – AKA: "Three Year Delay"*

5.2 *DELETE and renumber rest of section 5*

5.9 **(new 5.8) Compensation for Department Chairpersons**

The Board is committed to the importance of department chairpersons for all high school departments of four or more full-time teachers. Every effort will be made to secure qualified personnel for these positions. Chairperson will receive an additional non-cumulative stipend per annum to reflect additional duties. This stipend will be based upon the number of years service the teacher has in the position of Chairperson. Teachers with appropriate NYS administrative certification shall, upon written notification to the District of said certification, receive an additional non-cumulative stipend of \$650 for duties performed, including, but not limited to, formal evaluation of staff. *(Remainder of 5.9 status quo.)*

5.10 **(new 5.9) Compensation for Directors, Coordinators and Administrative Assistants**

Directors, Coordinators and Administrative Assistants will receive an additional non-cumulative stipend of \$650 per annum to reflect additional duties, upon written notification to the District of said certification. This stipend will be based upon the number of years service the teacher has in the position of director, Coordinator or Administrative Assistant.

These are Replacement VTA Schedules

COMPENSATION FOR DEPARTMENT CHAIRPERSONS

	Step 1 (1-4 yrs.)	Step 2 (5-8 yrs.)	Step 3 (9+yrs.)
English	\$2,400	\$2,900	\$3,400
Social Studies	\$2,400	\$2,900	\$3,400
Science	\$2,400	\$2,900	\$3,400
Math	\$2,400	\$2,900	\$3,400
Foreign Language	\$2,400	\$2,900	\$3,400

COMPENSATION FOR DIRECTORS, COORDINATORS AND ADMINISTRATIVE ASSISTANTS

	Step 1 (1-4 yrs.)	Step 2 (5-8 yrs.)	Step 3 (9+yrs.)
Occupational Education	\$2,400	\$2,900	\$3,400
Elementary Computer	\$2,400	\$2,900	\$3,400
Extra-Curricular	\$3,100	\$3,600	\$4,100
Director of Guidance	\$3,100	\$3,600	\$4,100
Gifted and Talented	\$2,400	\$2,900	\$3,400
Director of Music	\$2,600	\$3,100	\$3,600
Director, Special Education	\$2,600	\$3,100	\$3,600
Administrative Assistants	\$2,400	\$2,900	\$3,400
District Technology	\$2,600	\$3,100	\$3,600

5.12 (new 5.11) **Duties Performed When School is Not in Session**

[DELETE OLD LANGUAGE IN PARAGRAPH A.]

- A. Subject to availability of funds, unit members may request district funding for curriculum writing, summer school, and other outcome-based tasks grants. Each grant is subject to the prior approval of the superintendent. Written summaries must be provided to the superintendent or his/her designee before payment of these grants is approved.
- B. (Statue quo)

ARTICLE 6 - TEACHING CONDITIONS

- 6.3 **Class and Pupil Load** - Status quo, no change from current contract language.
- 6.5 **Substitute Teachers** - Status quo; no change from current contract language.

ARTICLE 8 - LEAVE POLICIES

8.1 Sick and Personal Leave

- G. Employees shall be notified annually [DELETE: *with the first pay period*] in October of his/her sick leave balance as of September 1 of that year.

(Remainder of 8.1 status quo; no change from current contract language.)

8.7 Sabbatical Leave

ADD:

F. It is the responsibility of the teacher to make arrangements through the Superintendent to report on their leave to the Board of Education within six months of the completion of said leave.

G. A committee of no more than three (3) VTA members and no more than three (3) administrators will review the applications of potential sabbatical recipients, and determine their eligibility based on the criteria set forth in paragraph E. The committee will make a recommendation to the Superintendent

NEW SECTION:

8.8 Summer Sabbatical Leave

A. If the sabbatical leave as defined in Section 8.7 of the current VTA contract is not granted during the school year, alternative summer sabbatical leave may be implemented. Summer sabbatical will be defined as funded proposals submitted by a teacher(s) and accepted by the District, that will commence between July 1 and August 31 under the following guidelines:

1. The proposed leave meets all the educational requirements of a regular sabbatical as established in Section 8.7 of the current contract.
2. A summer sabbatical may, under certain circumstances, extend over more than one summer
3. The funding for a summer sabbatical will not exceed more than \$5,000 per individual or \$10,000 per group of eligible teachers.
 - a. If the number of full-time teaching positions is below 100 and a school year sabbatical is not granted, the district will make \$15,000 available for possible summer sabbaticals.
 - b. If the number of full-time teaching positions is 100 or greater and no school year sabbaticals are granted, then the district will make \$30,000 available for possible summer sabbaticals; or if one school year sabbatical is granted, then the district will make available \$15,000 for possible summer sabbaticals.

4. Applications for summer sabbaticals must be received by the District Office no later than April 1 for work to be done during July 1 through August 31 of that calendar year.
5. At the time of the application for the summer sabbatical, expenses must be projected and included in detail in the application.
6. A committee of no more than three (3) VTA members and no more than three (3) administrators will review the applications of potential sabbatical recipients and determine their eligibility based on the criteria set forth below. The committee will make a recommendation to the Superintendent. In considering eligibility for sabbatical leave, the following criteria will be used:
 - a. Applicants must have a minimum of 6 years service in the District.
 - b. Apparent value of the leave to the District and its education program.
 - c. Apparent value of the leave to the individual.
 - d. Order in which applications are submitted (with "b" and "c" above being equal).
 - e. A teacher may not reapply for a second sabbatical leave after having been granted one until an additional 6 years service in the District have been served.
 - f. It is the responsibility of the teacher to make arrangements through the Superintendent to report on their leave to the Board of Education within six months of the completion of said leave.

B. Examples of summer sabbatical work may be curriculum development; travel that relates to course material; interaction with professionals in your field; the development and implementation of summer courses for students (e.g., computer camp, music camp, arts and crafts).

9.2 Graduate Credits

- A. Credits must be related to the professional growth of the teacher and will be subject to the approval of the **Superintendent**.
[DELETE: *Board*].

9.3 Retirement Incentive [NEW LANGUAGE]

Employees are only eligible for ONE of the following options:

Any employee who has given 10 years of service to the District and who is eligible to retire pursuant to the New York State Teachers' Retirement System shall give written notice, by February 1, to the District, prior to the end of the school year in which the teacher will retire, of their intent to exercise this option.

- A. Employees being paid on Step 26 or below:
Payment shall only be **for days accumulated above 50 and below 101**, times the daily rate of pay, up to \$12,500, for the final year of employment. This shall be facilitated in two payments: one on July 1 and the second on January 2 to an individual or to an individual's estate.
- B. Employees being paid on Step 27 or above:
June 30, 2001 retirement: \$10,000 one-time payout the following fiscal year.
June 30, 2002 retirement: \$5,000 one-time payout the following fiscal year.
June 30, 2003 retirement and beyond: no one-time payments.

DELETE: Old Sections

- A. Standard Retirement Incentive
- B. One-Time Retirement Incentive
- C. Separation Option

9.4 Paydays

ADD: The District shall make arrangements for the direct deposit of employee paychecks.

ARTICLE 10 - INSURANCE

- 10.1 A. Employees hired prior to July 1, 1997, including an employee who is on sabbatical leave, shall be eligible to participate in a group health insurance plan and/or a group dental plan with the Board paying the share indicated below:

- Health Insurance: 90% on the employee
90% on the dependents
- Dental Insurance: 50% on the employee
50% on the dependents

- B. Employees hired after July 1, 1997, including an employee who is on sabbatical leave, shall be eligible to participate in a group health insurance plan, an HMO and/or a group dental plan with the Board paying the share indicated below:

- Health Insurance: 90% on the employee
90% on dependents
- HMOs: 90% on the employee
90% on dependents
- Dental Insurance: 50% on the employee
50% on the dependents

- C. Prescription Plan: The drug co-pay for VTA indemnity policy holders will be \$5.00 for generic and \$5.00 for name-brand prescriptions for the 2000-2001 school year. For the 2001-2002 school year, the drug co-pay will be \$5.00 for generic and \$10.00 for name-brand prescriptions.**

10.2

- A. Any change in the choice of Indemnity Health and Dental Insurance carrier shall be determined by the committee, consisting of the District and the Association as stated in Article 10.3 An annual meeting to propose and discuss such changes will be held. It is understood between the parties that benefits will be substantially the same as currently offered, if a change of carriers takes place. The District shall offer the following HMO plans, if they are available; CDPHP and MVP. It is understood by the parties that additional HMOs, and/or the addition of PPOs may be added during the life of this Agreement. At least five (5) persons, however, must be enrolled in the additional HMO or PPO before the District will offer the plan.
- B. The District has the right to modify coverage of its own drug and dental programs in the same manner as Blue Cross and CDPHP do now in order to keep local plans in line with industry standards. Industry standards will be determined by using Blue Cross of Northeastern New York and Capital District Physician's Health Plan (CDPHP) coverage limits as a reference. Any changes will be discussed with the Health Insurance Committee. Every effort will be made to give 60 days notice of any changes in coverage.

10.3

- A. A committee will be established to oversee changes in carriers, benefits and/or coverage. This committee shall be made up of three members appointed by the Superintendent and three members appointed by the Association President. The purpose of this committee is to study and provide information to the District and VTA regarding carriers, benefits, coverage, etc., in a timely fashion to ensure that entitled interests of both the Association and the District are being properly served.
- B. The VTA agrees to work, through the committee outlined above, with the District to investigate options and solutions that will represent savings to the District in the areas of health, dental and drug costs. Deductibles, co-pays, coverage, benefits, contributions, carriers and all other aspects of insurance shall be subject to examination. The amount of savings, scope and nature of any changes and any agreements will be negotiated.

- 10.4 A. A health insurance buy-back **will be provided.** A window period for *electing* said buy-back will be in **June** of each year. This also will be the open enrollment period for determining a health carrier. Once unit members withdraw or elect not to engage in this benefit, they will not be allowed back in during that year, except for catastrophic reasons, with the approval of the superintendent. If an employee re-enters the system, no buy-back will be afforded.
- B. Payment for this buy-back shall be a one-time check in June of each year. For unit members who do not complete a full year, this term and condition shall be paid pro-rata. The yearly amount for buy-back will be **\$1,200 for a single person and \$2,000 for two-person or family coverage.** ***This change will become effective the date of final ratification.***
- C. **Married couples, where both spouses work for Voorheesville Central School District, shall only be eligible for two single buy-backs or one family buy-back amount, they will NOT be eligible for two family buy-backs. If one member of the couple opts to take insurance from the District, the other employed spouse shall only be eligible for a single-person buy-back. This shall not apply to any couple currently employed (as of July 1, 2000) who receives the buy-back. Any other couples, new to the District or not, must abide by the language above.**
- 10.5 A. **Employees who wish to participate in a flexible spending plan under Section 125 of the IRS Code may do so. Any administrative fee charged by the plan administrator will be the responsibility of the District effective the date of final ratification. The plan year shall be determined by the District.**

NEW SIDE-BAR AGREEMENT

- The parties agree to extend the Side-Bar Agreement in connection with the Activities Director position continuing during the 2000-2001 and 2001-2002 school years.

Appendix E - Salary Schedule (To be mutually developed)

2000-2001	-	4% including increment
2001-2002	-	4% including increment
2002-2003	-	4.25% including increment
2003-2004	-	4.5% including increment

Appendix F - Salary Schedule for Graduate Courses

Status quo, no change from current contract language.

Appendix G - Extra-Curricular Compensation Coaching

Increase all amounts by the following:

2000-2001	-	4%
2001-2002	-	4%
2002-2003	-	4.25%
2003-2004	-	4.5%

Appendix H - Extra-Curricular Activities Salary Schedule

Increase all amounts by the following:

2000-2001	-	4%
2001-2002	-	4%
2002-2003	-	4.25%
2003-2004	-	4.5%

Previously established Extra Curricular titles added to Schedule:

	1	2	3	4	5	6	7	8
Builders Club	\$516	\$635	\$754	\$873	\$991	\$1,111	\$1,308	\$1,458
Philosophy Club	\$470	\$571	\$673	\$775	\$877	\$980	\$1,081	\$1,189
Riding Club	\$650	\$715	\$787	\$865	\$952	\$1,047	\$1,152	\$1,267

New Extra Curricular titles will be added to Schedule:

	1	2	3	4	5	6	7	8
Stage Band Club	\$1,105	\$1,225	\$1,343	\$1,461	\$1,581	\$1,700	\$1,915	\$2,100
Select Chorus	\$1,105	\$1,225	\$1,343	\$1,461	\$1,581	\$1,700	\$1,915	\$2,100
Summer Reading	\$150	\$175	\$200	\$225	\$225	\$285	\$315	\$350
Summer Helderbarker 1/6 of regular Helderbarker schedule	\$190.83	\$210.33	\$230.00	\$250.00	\$269.67	\$289.50	\$323.00	\$355.33

Appendix E

SALARY SCHEDULE

	1999-2000		2000-2001		2001-2002		2002-2003		2003-2004	
Step	Bachelors	Masters	Bachelors	Masters	Bachelors	Masters	Bachelors	Masters	Bachelors	Masters
1	\$30,000	\$31,850	\$30,700	\$32,550	\$31,850	\$33,700	\$32,250	\$34,100	\$34,000	\$35,850
2	\$30,800	\$32,650	\$31,250	\$33,100	\$32,450	\$34,300	\$32,950	\$34,800	\$34,600	\$36,450
3	\$31,600	\$33,450	\$32,100	\$33,950	\$33,050	\$34,900	\$33,850	\$35,700	\$35,400	\$37,250
4	\$32,500	\$34,350	\$33,000	\$34,850	\$33,850	\$35,700	\$34,750	\$36,600	\$36,200	\$38,050
5	\$33,500	\$35,350	\$33,900	\$35,750	\$34,750	\$36,600	\$35,650	\$37,500	\$37,000	\$38,850
6	\$34,600	\$36,450	\$34,950	\$36,800	\$35,750	\$37,600	\$36,550	\$38,400	\$37,950	\$39,800
7	\$35,700	\$37,550	\$36,100	\$37,950	\$36,850	\$38,700	\$37,550	\$39,400	\$38,950	\$40,800
8	\$36,900	\$38,750	\$37,300	\$39,150	\$38,050	\$39,900	\$38,650	\$40,500	\$39,950	\$41,800
9	\$38,200	\$40,050	\$38,600	\$40,450	\$39,250	\$41,100	\$39,850	\$41,700	\$41,050	\$42,900
10	\$39,400	\$41,250	\$39,900	\$41,750	\$40,450	\$42,300	\$41,050	\$42,900	\$42,250	\$44,100
11	\$40,700	\$42,550	\$41,200	\$43,050	\$41,850	\$43,700	\$42,250	\$44,100	\$43,450	\$45,300
12	\$41,900	\$43,750	\$42,500	\$44,350	\$43,250	\$45,100	\$43,650	\$45,500	\$44,800	\$46,650
13	\$43,200	\$45,050	\$43,800	\$45,650	\$44,650	\$46,500	\$45,100	\$46,950	\$46,200	\$48,050
14	\$44,500	\$46,350	\$45,100	\$46,950	\$46,050	\$47,900	\$46,550	\$48,400	\$47,650	\$49,500
15	\$45,800	\$47,650	\$46,400	\$48,250	\$47,450	\$49,300	\$48,000	\$49,850	\$49,200	\$51,050
16	\$47,200	\$49,050	\$47,800	\$49,650	\$48,850	\$50,700	\$49,450	\$51,300	\$50,600	\$52,450
17	\$48,500	\$50,350	\$49,200	\$51,050	\$50,250	\$52,100	\$50,850	\$52,700	\$52,000	\$53,850
18	\$49,700	\$51,550	\$50,600	\$52,450	\$51,650	\$53,500	\$52,300	\$54,150	\$53,450	\$55,300
19	\$50,900	\$52,750	\$51,800	\$53,650	\$52,950	\$54,800	\$53,750	\$55,600	\$54,850	\$56,700
20	\$52,100	\$53,950	\$53,100	\$54,950	\$54,150	\$56,000	\$55,050	\$56,900	\$56,300	\$58,150
21	\$53,250	\$55,100	\$54,500	\$56,350	\$55,550	\$57,400	\$56,400	\$58,250	\$57,700	\$59,550
22	\$55,000	\$56,850	\$55,900	\$57,750	\$56,950	\$58,800	\$57,850	\$59,700	\$59,100	\$60,950
23	\$56,750	\$58,600	\$57,400	\$59,250	\$58,450	\$60,300	\$59,300	\$61,150	\$60,500	\$62,350
24	\$58,400	\$60,250	\$59,100	\$60,950	\$59,950	\$61,800	\$60,850	\$62,700	\$62,000	\$63,850
25	\$59,700	\$61,550	\$60,650	\$62,500	\$61,650	\$63,500	\$62,450	\$64,300	\$63,500	\$65,350
26	\$60,750	\$62,600	\$62,300	\$64,150	\$63,450	\$65,300	\$64,200	\$66,050	\$65,350	\$67,200
27	\$61,800	\$63,650	\$66,500	\$68,350	\$68,400	\$70,250	\$69,825	\$71,675	\$69,900	\$71,750
28									\$71,300	\$73,150

Appendix F

SALARY SCHEDULE FOR GRADUATE CREDITS

1. Master's Degree differentials (for a second Master's)

2000-01	\$650
2001-02	\$650
2002-03	\$650
2003-04	\$650

2. Credits beyond the Master's will be applied as follows:

2000-01	\$40 per credit hour
2001-02	\$40 per credit hour
2002-03	\$40 per credit hour
2003-04	\$40 per credit hour

Appendix G - Coaching Compensation 2000-2001

Factor	Sport	1	2	3	4	5	6	7	8
2.00	V. Football	\$2,423	\$2,527	\$2,631	\$2,746	\$2,881	\$3,037	\$3,214	\$3,535
	V. Basketball (B)	\$2,423	\$2,527	\$2,631	\$2,746	\$2,881	\$3,037	\$3,214	\$3,535
	V. Basketball (G)	\$2,423	\$2,527	\$2,631	\$2,746	\$2,881	\$3,037	\$3,214	\$3,535
	V. Wrestling	\$2,423	\$2,527	\$2,631	\$2,746	\$2,881	\$3,037	\$3,214	\$3,535
1.75	V. Soccer (B)	\$2,121	\$2,211	\$2,303	\$2,402	\$2,521	\$2,657	\$2,812	\$3,093
	V. Soccer (G)	\$2,121	\$2,211	\$2,303	\$2,402	\$2,521	\$2,657	\$2,812	\$3,093
	V. Swimming (B)	\$2,121	\$2,211	\$2,303	\$2,402	\$2,521	\$2,657	\$2,812	\$3,093
	V. Baseball (B)	\$2,121	\$2,211	\$2,303	\$2,402	\$2,521	\$2,657	\$2,812	\$3,093
	V. Softball (G)	\$2,121	\$2,211	\$2,303	\$2,402	\$2,521	\$2,657	\$2,812	\$3,093
1.65	V. Ass't. Football	\$1,999	\$2,085	\$2,170	\$2,265	\$2,376	\$2,505	\$2,651	\$2,916
1.60	J.V. Football	\$1,939	\$2,022	\$2,105	\$2,196	\$2,305	\$2,429	\$2,571	\$2,828
	J.V. Basketball (B)	\$1,939	\$2,022	\$2,105	\$2,196	\$2,305	\$2,429	\$2,571	\$2,828
	J.V. Basketball (G)	\$1,939	\$2,022	\$2,105	\$2,196	\$2,305	\$2,429	\$2,571	\$2,828
1.55	V. Swimming (G)	\$1,878	\$1,958	\$2,039	\$2,128	\$2,233	\$2,354	\$2,491	\$2,740
	V. Cross Country	\$1,878	\$1,958	\$2,039	\$2,128	\$2,233	\$2,354	\$2,491	\$2,740
	V. Ass't. Wrestling	\$1,878	\$1,958	\$2,039	\$2,128	\$2,233	\$2,354	\$2,491	\$2,740
1.50	J.V. Ass't Football	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
	V. Volleyball (G)	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
	V. Volleyball (B)	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
	V. Track (B/G)	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
	V. Tennis (G)	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
	V. Tennis (B)	\$1,818	\$1,896	\$1,974	\$2,059	\$2,161	\$2,278	\$2,411	\$2,652
1.30	J.V. Soccer (B)	\$1,576	\$1,643	\$1,711	\$1,785	\$1,873	\$1,974	\$2,089	\$2,298
	J.V. Soccer (G)	\$1,576	\$1,643	\$1,711	\$1,785	\$1,873	\$1,974	\$2,089	\$2,298
	Fresh. Basketball	\$1,576	\$1,643	\$1,711	\$1,785	\$1,873	\$1,974	\$2,089	\$2,298
	J.V. Baseball (B)	\$1,576	\$1,643	\$1,711	\$1,785	\$1,873	\$1,974	\$2,089	\$2,298
	J.V. Softball (G)	\$1,576	\$1,643	\$1,711	\$1,785	\$1,873	\$1,974	\$2,089	\$2,298
1.20	V. Ass't. Track (B/G)	\$1,454	\$1,516	\$1,579	\$1,647	\$1,728	\$1,822	\$1,928	\$2,121
	Mod. Football	\$1,454	\$1,516	\$1,579	\$1,647	\$1,728	\$1,822	\$1,928	\$2,121
	J.V. Volleyball	\$1,454	\$1,516	\$1,579	\$1,647	\$1,728	\$1,822	\$1,928	\$2,121
1.10	V. Golf	\$1,333	\$1,390	\$1,448	\$1,510	\$1,585	\$1,670	\$1,768	\$1,945
1.00	V. Bowling	\$1,212	\$1,264	\$1,316	\$1,373	\$1,440	\$1,513	\$1,607	\$1,768
0.95	Mod. Soccer (B)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Soccer (G)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Basketball (B)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Basketball (G)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Baseball (B)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Softball (G)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Volleyball (G)	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680
	Mod. Wrestling	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680

Appendix G - Coaching Compensation 2001-2002

Factor	Sport	1	2	3	4	5	6	7	8
2.00	V. Football	\$2,520	\$2,628	\$2,736	\$2,856	\$2,996	\$3,158	\$3,343	\$3,676
	V. Basketball (B)	\$2,520	\$2,628	\$2,736	\$2,856	\$2,996	\$3,158	\$3,343	\$3,676
	V. Basketball (G)	\$2,520	\$2,628	\$2,736	\$2,856	\$2,996	\$3,158	\$3,343	\$3,676
	V. Wrestling	\$2,520	\$2,628	\$2,736	\$2,856	\$2,996	\$3,158	\$3,343	\$3,676
1.75	V. Soccer (B)	\$2,206	\$2,299	\$2,395	\$2,498	\$2,622	\$2,763	\$2,924	\$3,217
	V. Soccer (G)	\$2,206	\$2,299	\$2,395	\$2,498	\$2,622	\$2,763	\$2,924	\$3,217
	V. Swimming (B)	\$2,206	\$2,299	\$2,395	\$2,498	\$2,622	\$2,763	\$2,924	\$3,217
	V. Baseball (B)	\$2,206	\$2,299	\$2,395	\$2,498	\$2,622	\$2,763	\$2,924	\$3,217
	V. Softball (G)	\$2,206	\$2,299	\$2,395	\$2,498	\$2,622	\$2,763	\$2,924	\$3,217
1.65	V. Ass't. Football	\$2,079	\$2,168	\$2,257	\$2,356	\$2,471	\$2,605	\$2,757	\$3,033
1.60	J.V. Football	\$2,017	\$2,103	\$2,189	\$2,284	\$2,397	\$2,526	\$2,674	\$2,941
	J.V. Basketball (B)	\$2,017	\$2,103	\$2,189	\$2,284	\$2,397	\$2,526	\$2,674	\$2,941
	J.V. Basketball (G)	\$2,017	\$2,103	\$2,189	\$2,284	\$2,397	\$2,526	\$2,674	\$2,941
1.55	V. Swimming (G)	\$1,953	\$2,036	\$2,121	\$2,213	\$2,322	\$2,448	\$2,591	\$2,850
	V. Cross Country	\$1,953	\$2,036	\$2,121	\$2,213	\$2,322	\$2,448	\$2,591	\$2,850
	V. Ass't. Wrestling	\$1,953	\$2,036	\$2,121	\$2,213	\$2,322	\$2,448	\$2,591	\$2,850
1.50	J.V. Ass't Football	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
	V. Volleyball (G)	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
	V. Volleyball (B)	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
	V. Track (B/G)	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
	V. Tennis (G)	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
	V. Tennis (B)	\$1,891	\$1,972	\$2,053	\$2,141	\$2,247	\$2,369	\$2,507	\$2,758
1.30	J.V. Soccer (B)	\$1,639	\$1,709	\$1,779	\$1,856	\$1,948	\$2,053	\$2,173	\$2,390
	J.V. Soccer (G)	\$1,639	\$1,709	\$1,779	\$1,856	\$1,948	\$2,053	\$2,173	\$2,390
	Fresh. Basketball	\$1,639	\$1,709	\$1,779	\$1,856	\$1,948	\$2,053	\$2,173	\$2,390
	J.V. Baseball (B)	\$1,639	\$1,709	\$1,779	\$1,856	\$1,948	\$2,053	\$2,173	\$2,390
	J.V. Softball (G)	\$1,639	\$1,709	\$1,779	\$1,856	\$1,948	\$2,053	\$2,173	\$2,390
1.20	V. Ass't. Track (B/G)	\$1,512	\$1,577	\$1,642	\$1,713	\$1,797	\$1,895	\$2,005	\$2,206
	Mod. Football	\$1,512	\$1,577	\$1,642	\$1,713	\$1,797	\$1,895	\$2,005	\$2,206
	J.V. Volleyball	\$1,512	\$1,577	\$1,642	\$1,713	\$1,797	\$1,895	\$2,005	\$2,206
1.10	V. Golf	\$1,386	\$1,446	\$1,506	\$1,570	\$1,648	\$1,737	\$1,839	\$2,023
1.00	V. Bowling	\$1,260	\$1,315	\$1,369	\$1,428	\$1,498	\$1,579	\$1,671	\$1,839
0.95	Mod. Soccer (B)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Soccer (G)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Basketball (B)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Basketball (G)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Baseball (B)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Softball (G)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Volleyball (G)	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747
	Mod. Wrestling	\$1,197	\$1,248	\$1,300	\$1,356	\$1,424	\$1,500	\$1,588	\$1,747

Appendix G - Coaching Compensation 2002-2003

Factor	Sport	1	2	3	4	5	6	7	8
2.00	V. Football	\$2,627	\$2,740	\$2,852	\$2,977	\$3,123	\$3,292	\$3,485	\$3,832
	V. Basketball (B)	\$2,627	\$2,740	\$2,852	\$2,977	\$3,123	\$3,292	\$3,485	\$3,832
	V. Basketball (G)	\$2,627	\$2,740	\$2,852	\$2,977	\$3,123	\$3,292	\$3,485	\$3,832
	V. Wrestling	\$2,627	\$2,740	\$2,852	\$2,977	\$3,123	\$3,292	\$3,485	\$3,832
1.75	V. Soccer (B)	\$2,300	\$2,397	\$2,497	\$2,604	\$2,733	\$2,880	\$3,048	\$3,354
	V. Soccer (G)	\$2,300	\$2,397	\$2,497	\$2,604	\$2,733	\$2,880	\$3,048	\$3,354
	V. Swimming (B)	\$2,300	\$2,397	\$2,497	\$2,604	\$2,733	\$2,880	\$3,048	\$3,354
	V. Baseball (B)	\$2,300	\$2,397	\$2,497	\$2,604	\$2,733	\$2,880	\$3,048	\$3,354
	V. Softball (G)	\$2,300	\$2,397	\$2,497	\$2,604	\$2,733	\$2,880	\$3,048	\$3,354
1.65	V. Ass't Football	\$2,167	\$2,260	\$2,353	\$2,456	\$2,576	\$2,716	\$2,874	\$3,162
1.60	J.V. Football	\$2,103	\$2,192	\$2,282	\$2,381	\$2,499	\$2,633	\$2,788	\$3,066
	J.V. Basketball (B)	\$2,103	\$2,192	\$2,282	\$2,381	\$2,499	\$2,633	\$2,788	\$3,066
	J.V. Basketball (G)	\$2,103	\$2,192	\$2,282	\$2,381	\$2,499	\$2,633	\$2,788	\$3,066
1.55	V. Swimming (G)	\$2,036	\$2,123	\$2,211	\$2,307	\$2,421	\$2,552	\$2,701	\$2,971
	V. Cross Country	\$2,036	\$2,123	\$2,211	\$2,307	\$2,421	\$2,552	\$2,701	\$2,971
	V. Ass't. Wrestling	\$2,036	\$2,123	\$2,211	\$2,307	\$2,421	\$2,552	\$2,701	\$2,971
1.50	J.V. Ass't Football	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
	V. Volleyball (G)	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
	V. Volleyball (B)	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
	V. Track (B/G)	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
	V. Tennis (G)	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
	V. Tennis (B)	\$1,971	\$2,056	\$2,140	\$2,232	\$2,342	\$2,470	\$2,614	\$2,875
1.30	J.V. Soccer (B)	\$1,709	\$1,782	\$1,855	\$1,935	\$2,031	\$2,140	\$2,265	\$2,492
	J.V. Soccer (G)	\$1,709	\$1,782	\$1,855	\$1,935	\$2,031	\$2,140	\$2,265	\$2,492
	Fresh. Basketball	\$1,709	\$1,782	\$1,855	\$1,935	\$2,031	\$2,140	\$2,265	\$2,492
	J.V. Baseball (B)	\$1,709	\$1,782	\$1,855	\$1,935	\$2,031	\$2,140	\$2,265	\$2,492
	J.V. Softball (G)	\$1,709	\$1,782	\$1,855	\$1,935	\$2,031	\$2,140	\$2,265	\$2,492
1.20	V. Ass't. Track (B/G)	\$1,576	\$1,644	\$1,712	\$1,786	\$1,873	\$1,976	\$2,090	\$2,300
	Mod. Football	\$1,576	\$1,644	\$1,712	\$1,786	\$1,873	\$1,976	\$2,090	\$2,300
	J.V. Volleyball	\$1,576	\$1,644	\$1,712	\$1,786	\$1,873	\$1,976	\$2,090	\$2,300
1.10	V. Golf	\$1,445	\$1,507	\$1,570	\$1,637	\$1,718	\$1,811	\$1,917	\$2,109
1.00	V. Bowling	\$1,314	\$1,371	\$1,427	\$1,489	\$1,562	\$1,646	\$1,742	\$1,917
0.95	Mod. Soccer (B)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Soccer (G)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Basketball (B)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Basketball (G)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Baseball (B)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Softball (G)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Volleyball (G)	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821
	Mod. Wrestling	\$1,248	\$1,301	\$1,355	\$1,414	\$1,485	\$1,564	\$1,655	\$1,821

Appendix G - Coaching Compensation 2003-2004

Factor	Sport	1	2	3	4	5	6	7	8
2.00	V. Football	\$2,745	\$2,863	\$2,980	\$3,111	\$3,264	\$3,440	\$3,642	\$4,004
	V. Basketball (B)	\$2,745	\$2,863	\$2,980	\$3,111	\$3,264	\$3,440	\$3,642	\$4,004
	V. Basketball (G)	\$2,745	\$2,863	\$2,980	\$3,111	\$3,264	\$3,440	\$3,642	\$4,004
	V. Wrestling	\$2,745	\$2,863	\$2,980	\$3,111	\$3,264	\$3,440	\$3,642	\$4,004
1.75	V. Soccer (B)	\$2,404	\$2,505	\$2,609	\$2,721	\$2,856	\$3,010	\$3,185	\$3,505
	V. Soccer (G)	\$2,404	\$2,505	\$2,609	\$2,721	\$2,856	\$3,010	\$3,185	\$3,505
	V. Swimming (B)	\$2,404	\$2,505	\$2,609	\$2,721	\$2,856	\$3,010	\$3,185	\$3,505
	V. Baseball (B)	\$2,404	\$2,505	\$2,609	\$2,721	\$2,856	\$3,010	\$3,185	\$3,505
	V. Softball (G)	\$2,404	\$2,505	\$2,609	\$2,721	\$2,856	\$3,010	\$3,185	\$3,505
1.65	V. Ass't Football	\$2,265	\$2,362	\$2,459	\$2,567	\$2,692	\$2,838	\$3,003	\$3,304
1.60	J.V. Football	\$2,198	\$2,291	\$2,385	\$2,488	\$2,611	\$2,751	\$2,913	\$3,204
	J.V. Basketball (B)	\$2,198	\$2,291	\$2,385	\$2,488	\$2,611	\$2,751	\$2,913	\$3,204
	J.V. Basketball (G)	\$2,198	\$2,291	\$2,385	\$2,488	\$2,611	\$2,751	\$2,913	\$3,204
1.55	V. Swimming (G)	\$2,128	\$2,219	\$2,310	\$2,411	\$2,530	\$2,667	\$2,823	\$3,105
	V. Cross Country	\$2,128	\$2,219	\$2,310	\$2,411	\$2,530	\$2,667	\$2,823	\$3,105
	V. Ass't. Wrestling	\$2,128	\$2,219	\$2,310	\$2,411	\$2,530	\$2,823	\$2,823	\$3,105
1.50	J.V. Ass't Football	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
	V. Volleyball (G)	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
	V. Volleyball (B)	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
	V. Track (B/G)	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
	V. Tennis (G)	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
	V. Tennis (B)	\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
		\$2,060	\$2,149	\$2,236	\$2,332	\$2,447	\$2,581	\$2,732	\$3,004
1.30	J.V. Soccer (B)	\$1,786	\$1,862	\$1,938	\$2,022	\$2,122	\$2,236	\$2,367	\$2,604
	J.V. Soccer (G)	\$1,786	\$1,862	\$1,938	\$2,022	\$2,122	\$2,236	\$2,367	\$2,604
	Fresh. Basketball	\$1,786	\$1,862	\$1,938	\$2,022	\$2,122	\$2,236	\$2,367	\$2,604
	J.V. Baseball (B)	\$1,786	\$1,862	\$1,938	\$2,022	\$2,122	\$2,236	\$2,367	\$2,604
	J.V. Softball (G)	\$1,786	\$1,862	\$1,938	\$2,022	\$2,122	\$2,236	\$2,367	\$2,604
1.20	V. Ass't. Track (B/G)	\$1,647	\$1,718	\$1,789	\$1,866	\$1,957	\$2,065	\$2,184	\$2,404
	Mod. Football	\$1,647	\$1,718	\$1,789	\$1,866	\$1,957	\$2,065	\$2,184	\$2,404
	J.V. Volleyball	\$1,647	\$1,718	\$1,789	\$1,866	\$1,957	\$2,065	\$2,184	\$2,404
1.10	V. Golf	\$1,510	\$1,575	\$1,641	\$1,711	\$1,795	\$1,892	\$2,003	\$2,204
1.00	V. Bowling	\$1,373	\$1,433	\$1,491	\$1,556	\$1,632	\$1,720	\$1,820	\$2,003
0.95	Mod. Soccer (B)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Soccer (G)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Basketball (B)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Basketball (G)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Baseball (B)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Softball (G)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Volleyball (G)	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903
	Mod. Wrestling	\$1,304	\$1,360	\$1,416	\$1,478	\$1,552	\$1,634	\$1,729	\$1,903

APPENDIX H

Extra Curricular Activities Schedule 2001-2001

Extra Curricular Activities Schedule 2000-2001

Activity	1	2	3	4	5	6	7	8
Audio-Visual Club	\$ 595	\$ 720	\$ 843	\$ 967	\$ 1,091	\$ 1,214	\$ 1,421	\$ 1,562
Builders Club	\$ 537	\$ 660	\$ 784	\$ 908	\$ 1,031	\$ 1,155	\$ 1,360	\$ 1,516
Cheerleading	\$ 1,041	\$ 1,166	\$ 1,289	\$ 1,413	\$ 1,536	\$ 1,660	\$ 1,866	\$ 2,052
Drama Advisor/Assistant	\$ 885	\$ 1,008	\$ 1,130	\$ 1,255	\$ 1,379	\$ 1,503	\$ 1,708	\$ 1,878
Drama Play Director	\$ 1,486	\$ 1,611	\$ 1,735	\$ 1,857	\$ 1,982	\$ 2,105	\$ 2,310	\$ 2,541
Envirothon	\$ 574	\$ 699	\$ 823	\$ 945	\$ 1,070	\$ 1,193	\$ 1,398	\$ 1,537
Freshman Advisor	\$ 442	\$ 566	\$ 690	\$ 814	\$ 937	\$ 1,061	\$ 1,267	\$ 1,394
Future Business Leaders of Ame	\$ 745	\$ 868	\$ 992	\$ 1,116	\$ 1,239	\$ 1,363	\$ 1,568	\$ 1,724
Gr. 7 & 8 Drama/Speech Club	\$ 780	\$ 858	\$ 944	\$ 1,038	\$ 1,523	\$ 1,674	\$ 1,842	\$ 2,026
Honor Society	\$ 745	\$ 868	\$ 992	\$ 1,116	\$ 1,239	\$ 1,363	\$ 1,568	\$ 1,724
International Club	\$ 489	\$ 594	\$ 700	\$ 806	\$ 912	\$ 1,019	\$ 1,124	\$ 1,237
Junior Advisor	\$ 971	\$ 1,096	\$ 1,220	\$ 1,344	\$ 1,467	\$ 1,592	\$ 1,797	\$ 1,976
Junior High Student Council	\$ 619	\$ 742	\$ 866	\$ 990	\$ 1,114	\$ 1,238	\$ 1,442	\$ 1,586
Key Club	\$ 745	\$ 868	\$ 992	\$ 1,116	\$ 1,239	\$ 1,363	\$ 1,568	\$ 1,724
Middle Level Outing Club	\$ 676	\$ 744	\$ 818	\$ 900	\$ 990	\$ 1,089	\$ 1,198	\$ 1,318
Mock Trial	\$ 489	\$ 594	\$ 700	\$ 806	\$ 912	\$ 1,019	\$ 1,124	\$ 1,237
Natural Helpers	\$ 1,149	\$ 1,274	\$ 1,397	\$ 1,519	\$ 1,644	\$ 1,768	\$ 1,992	\$ 2,191
Philosophy Club	\$ 489	\$ 594	\$ 700	\$ 806	\$ 912	\$ 1,019	\$ 1,124	\$ 1,237
Riding Club	\$ 676	\$ 744	\$ 818	\$ 900	\$ 990	\$ 1,089	\$ 1,198	\$ 1,318
S.A.D.D.	\$ 745	\$ 868	\$ 992	\$ 1,116	\$ 1,239	\$ 1,363	\$ 1,568	\$ 1,724
School News	\$ 1,191	\$ 1,312	\$ 1,435	\$ 1,560	\$ 1,683	\$ 1,806	\$ 2,016	\$ 2,217
School Store	\$ 595	\$ 720	\$ 843	\$ 967	\$ 1,091	\$ 1,214	\$ 1,421	\$ 1,562
Select Chorus	\$ 1,149	\$ 1,274	\$ 1,397	\$ 1,519	\$ 1,644	\$ 1,768	\$ 1,992	\$ 2,184
Senior Advisor	\$ 1,149	\$ 1,274	\$ 1,397	\$ 1,519	\$ 1,644	\$ 1,768	\$ 1,992	\$ 2,191
Ski Club	\$ 670	\$ 794	\$ 917	\$ 1,041	\$ 1,166	\$ 1,289	\$ 1,493	\$ 1,643
Sophomore Advisor	\$ 574	\$ 699	\$ 823	\$ 945	\$ 1,070	\$ 1,193	\$ 1,398	\$ 1,537
Stage Band Club	\$ 1,149	\$ 1,274	\$ 1,397	\$ 1,519	\$ 1,644	\$ 1,768	\$ 1,992	\$ 2,184
Student Council	\$ 796	\$ 919	\$ 1,044	\$ 1,167	\$ 1,290	\$ 1,414	\$ 1,619	\$ 1,780
Summer Helderbarker	\$ 198	\$ 219	\$ 239	\$ 260	\$ 280	\$ 301	\$ 336	\$ 370
Summer Reading	\$ 156	\$ 182	\$ 208	\$ 234	\$ 265	\$ 296	\$ 328	\$ 364
Yearbook	\$ 1,548	\$ 1,671	\$ 1,794	\$ 1,919	\$ 2,042	\$ 2,166	\$ 2,371	\$ 2,608

APPENDIX H
(continued)

Extra Curricular Activities Schedule 2001-2002

Activity	1	2	3	4	5	6	7	8
Audio-Visual Club	\$ 619	\$ 749	\$ 877	\$ 1,006	\$ 1,135	\$ 1,263	\$ 1,478	\$ 1,624
Builders Club	\$ 558	\$ 686	\$ 815	\$ 944	\$ 1,072	\$ 1,201	\$ 1,414	\$ 1,577
Cheerleading	\$ 1,083	\$ 1,213	\$ 1,341	\$ 1,470	\$ 1,597	\$ 1,726	\$ 1,941	\$ 2,134
Drama Advisor/Assistant	\$ 920	\$ 1,048	\$ 1,175	\$ 1,305	\$ 1,434	\$ 1,563	\$ 1,776	\$ 1,953
Drama Play Director	\$ 1,545	\$ 1,675	\$ 1,804	\$ 1,931	\$ 2,061	\$ 2,189	\$ 2,402	\$ 2,643
Envirothon	\$ 597	\$ 727	\$ 856	\$ 983	\$ 1,113	\$ 1,241	\$ 1,454	\$ 1,598
Freshman Advisor	\$ 460	\$ 589	\$ 718	\$ 847	\$ 974	\$ 1,103	\$ 1,318	\$ 1,450
Future Business Leaders of Ame	\$ 775	\$ 903	\$ 1,032	\$ 1,161	\$ 1,289	\$ 1,418	\$ 1,631	\$ 1,793
Gr. 7 & 8 Drama/Speech Club	\$ 811	\$ 892	\$ 982	\$ 1,080	\$ 1,584	\$ 1,741	\$ 1,916	\$ 2,107
Honor Society	\$ 775	\$ 903	\$ 1,032	\$ 1,161	\$ 1,289	\$ 1,418	\$ 1,631	\$ 1,793
International Club	\$ 509	\$ 618	\$ 728	\$ 838	\$ 948	\$ 1,060	\$ 1,169	\$ 1,286
Junior Advisor	\$ 1,010	\$ 1,140	\$ 1,269	\$ 1,398	\$ 1,526	\$ 1,656	\$ 1,869	\$ 2,055
Junior High Student Council	\$ 644	\$ 772	\$ 901	\$ 1,030	\$ 1,159	\$ 1,288	\$ 1,500	\$ 1,649
Key Club	\$ 775	\$ 903	\$ 1,032	\$ 1,161	\$ 1,289	\$ 1,418	\$ 1,631	\$ 1,793
Middle Level Outing Club	\$ 703	\$ 774	\$ 851	\$ 936	\$ 1,030	\$ 1,133	\$ 1,246	\$ 1,371
Mock Trial	\$ 509	\$ 618	\$ 728	\$ 838	\$ 948	\$ 1,060	\$ 1,169	\$ 1,286
Natural Helpers	\$ 1,195	\$ 1,325	\$ 1,453	\$ 1,580	\$ 1,710	\$ 1,839	\$ 2,072	\$ 2,279
Philosophy Club	\$ 509	\$ 618	\$ 728	\$ 838	\$ 948	\$ 1,060	\$ 1,169	\$ 1,286
Riding Club	\$ 703	\$ 774	\$ 851	\$ 936	\$ 1,030	\$ 1,133	\$ 1,246	\$ 1,371
S.A.D.D.	\$ 775	\$ 903	\$ 1,032	\$ 1,161	\$ 1,289	\$ 1,418	\$ 1,631	\$ 1,793
School News	\$ 1,239	\$ 1,364	\$ 1,492	\$ 1,622	\$ 1,750	\$ 1,878	\$ 2,097	\$ 2,306
School Store	\$ 619	\$ 749	\$ 877	\$ 1,006	\$ 1,135	\$ 1,263	\$ 1,478	\$ 1,624
Select Chorus	\$ 1,195	\$ 1,325	\$ 1,453	\$ 1,580	\$ 1,710	\$ 1,839	\$ 2,072	\$ 2,271
Senior Advisor	\$ 1,195	\$ 1,325	\$ 1,453	\$ 1,580	\$ 1,710	\$ 1,839	\$ 2,072	\$ 2,279
Ski Club	\$ 697	\$ 826	\$ 954	\$ 1,083	\$ 1,213	\$ 1,341	\$ 1,553	\$ 1,709
Sophomore Advisor	\$ 597	\$ 727	\$ 856	\$ 983	\$ 1,113	\$ 1,241	\$ 1,454	\$ 1,598
Stage Band Club	\$ 1,195	\$ 1,325	\$ 1,453	\$ 1,580	\$ 1,710	\$ 1,839	\$ 2,072	\$ 2,271
Student Council	\$ 828	\$ 956	\$ 1,086	\$ 1,214	\$ 1,342	\$ 1,471	\$ 1,684	\$ 1,851
Summer Helderbarker	\$ 206	\$ 228	\$ 249	\$ 270	\$ 291	\$ 313	\$ 349	\$ 385
Summer Reading	\$ 162	\$ 189	\$ 216	\$ 243	\$ 276	\$ 308	\$ 341	\$ 379
Yearbook	\$ 1,610	\$ 1,738	\$ 1,866	\$ 1,996	\$ 2,124	\$ 2,253	\$ 2,466	\$ 2,712

APPENDIX H
(continued)

Extra Curricular Activities Schedule 2002-2003

Activity	1	2	3	4	5	6	7	8
Audio-Visual Club	\$ 645	\$ 781	\$ 914	\$ 1,049	\$ 1,183	\$ 1,317	\$ 1,541	\$ 1,693
Builders Club	\$ 582	\$ 715	\$ 850	\$ 984	\$ 1,118	\$ 1,252	\$ 1,474	\$ 1,644
Cheerleading	\$ 1,129	\$ 1,265	\$ 1,398	\$ 1,532	\$ 1,665	\$ 1,799	\$ 2,023	\$ 2,225
Drama Advisor/Assistant	\$ 959	\$ 1,093	\$ 1,225	\$ 1,360	\$ 1,495	\$ 1,629	\$ 1,851	\$ 2,036
Drama Play Director	\$ 1,611	\$ 1,746	\$ 1,881	\$ 2,013	\$ 2,149	\$ 2,282	\$ 2,504	\$ 2,755
Environthon	\$ 622	\$ 758	\$ 892	\$ 1,025	\$ 1,160	\$ 1,294	\$ 1,516	\$ 1,666
Freshman Advisor	\$ 480	\$ 614	\$ 749	\$ 883	\$ 1,015	\$ 1,150	\$ 1,374	\$ 1,512
Future Business Leaders of Ame	\$ 808	\$ 941	\$ 1,076	\$ 1,210	\$ 1,344	\$ 1,478	\$ 1,700	\$ 1,869
Gr. 7 & 8 Drama/Speech Club	\$ 845	\$ 930	\$ 1,024	\$ 1,126	\$ 1,651	\$ 1,815	\$ 1,997	\$ 2,197
Honor Society	\$ 808	\$ 941	\$ 1,076	\$ 1,210	\$ 1,344	\$ 1,478	\$ 1,700	\$ 1,869
International Club	\$ 531	\$ 644	\$ 759	\$ 874	\$ 988	\$ 1,105	\$ 1,219	\$ 1,341
Junior Advisor	\$ 1,053	\$ 1,188	\$ 1,323	\$ 1,457	\$ 1,591	\$ 1,726	\$ 1,948	\$ 2,142
Junior High Student Council	\$ 671	\$ 805	\$ 939	\$ 1,074	\$ 1,208	\$ 1,343	\$ 1,564	\$ 1,719
Key Club	\$ 808	\$ 941	\$ 1,076	\$ 1,210	\$ 1,344	\$ 1,478	\$ 1,700	\$ 1,869
Middle Level Outing Club	\$ 733	\$ 807	\$ 887	\$ 976	\$ 1,074	\$ 1,181	\$ 1,299	\$ 1,429
Mock Trial	\$ 531	\$ 644	\$ 759	\$ 874	\$ 988	\$ 1,105	\$ 1,219	\$ 1,341
Natural Helpers	\$ 1,246	\$ 1,381	\$ 1,515	\$ 1,647	\$ 1,783	\$ 1,917	\$ 2,160	\$ 2,376
Philosophy Club	\$ 531	\$ 644	\$ 759	\$ 874	\$ 988	\$ 1,105	\$ 1,219	\$ 1,341
Riding Club	\$ 733	\$ 807	\$ 887	\$ 976	\$ 1,074	\$ 1,181	\$ 1,299	\$ 1,429
S.A.D.D.	\$ 808	\$ 941	\$ 1,076	\$ 1,210	\$ 1,344	\$ 1,478	\$ 1,700	\$ 1,869
School News	\$ 1,292	\$ 1,422	\$ 1,555	\$ 1,691	\$ 1,824	\$ 1,958	\$ 2,186	\$ 2,404
School Store	\$ 645	\$ 781	\$ 914	\$ 1,049	\$ 1,183	\$ 1,317	\$ 1,541	\$ 1,693
Select Chorus	\$ 1,246	\$ 1,381	\$ 1,515	\$ 1,647	\$ 1,783	\$ 1,917	\$ 2,160	\$ 2,368
Senior Advisor	\$ 1,246	\$ 1,381	\$ 1,515	\$ 1,647	\$ 1,783	\$ 1,917	\$ 2,160	\$ 2,376
Ski Club	\$ 727	\$ 861	\$ 995	\$ 1,129	\$ 1,265	\$ 1,398	\$ 1,619	\$ 1,782
Sophomore Advisor	\$ 622	\$ 758	\$ 892	\$ 1,025	\$ 1,160	\$ 1,294	\$ 1,516	\$ 1,666
Stage Band Club	\$ 1,246	\$ 1,381	\$ 1,515	\$ 1,647	\$ 1,783	\$ 1,917	\$ 2,160	\$ 2,368
Student Council	\$ 863	\$ 997	\$ 1,132	\$ 1,266	\$ 1,399	\$ 1,534	\$ 1,756	\$ 1,930
Summer Helderbarker	\$ 215	\$ 238	\$ 260	\$ 281	\$ 303	\$ 326	\$ 364	\$ 401
Summer Reading	\$ 169	\$ 197	\$ 225	\$ 253	\$ 288	\$ 321	\$ 355	\$ 395
Yearbook	\$ 1,678	\$ 1,812	\$ 1,945	\$ 2,081	\$ 2,214	\$ 2,349	\$ 2,571	\$ 2,827

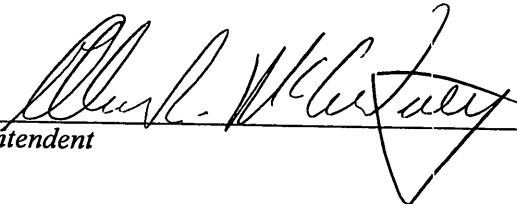
APPENDIX H
(continued)

Extra Curricular Activities Schedule 2003-2004

Activity	1	2	3	4	5	6	7	8
Audio-Visual Club	\$ 674	\$ 816	\$ 955	\$ 1,096	\$ 1,236	\$ 1,376	\$ 1,610	\$ 1,769
Builders Club	\$ 608	\$ 747	\$ 888	\$ 1,028	\$ 1,168	\$ 1,308	\$ 1,540	\$ 1,718
Cheerleading	\$ 1,180	\$ 1,322	\$ 1,461	\$ 1,601	\$ 1,740	\$ 1,880	\$ 2,114	\$ 2,325
Drama Advisor/Assistant	\$ 1,002	\$ 1,142	\$ 1,280	\$ 1,421	\$ 1,562	\$ 1,702	\$ 1,934	\$ 2,128
Drama Play Director	\$ 1,683	\$ 1,825	\$ 1,966	\$ 2,104	\$ 2,246	\$ 2,385	\$ 2,617	\$ 2,879
Environthon	\$ 650	\$ 792	\$ 932	\$ 1,071	\$ 1,212	\$ 1,352	\$ 1,584	\$ 1,741
Freshman Advisor	\$ 502	\$ 642	\$ 783	\$ 923	\$ 1,061	\$ 1,202	\$ 1,436	\$ 1,580
Future Business Leaders of Ame	\$ 844	\$ 983	\$ 1,124	\$ 1,264	\$ 1,404	\$ 1,545	\$ 1,777	\$ 1,953
Gr. 7 & 8 Drama/Speech Club	\$ 883	\$ 972	\$ 1,070	\$ 1,177	\$ 1,275	\$ 1,897	\$ 2,087	\$ 2,296
Honor Society	\$ 844	\$ 983	\$ 1,124	\$ 1,264	\$ 1,404	\$ 1,545	\$ 1,777	\$ 1,953
International Club	\$ 555	\$ 673	\$ 793	\$ 913	\$ 1,032	\$ 1,155	\$ 1,274	\$ 1,401
Junior Advisor	\$ 1,100	\$ 1,241	\$ 1,383	\$ 1,523	\$ 1,663	\$ 1,804	\$ 2,036	\$ 2,238
Junior High Student Council	\$ 701	\$ 841	\$ 981	\$ 1,122	\$ 1,262	\$ 1,403	\$ 1,634	\$ 1,796
Key Club	\$ 844	\$ 983	\$ 1,124	\$ 1,264	\$ 1,404	\$ 1,545	\$ 1,777	\$ 1,953
Middle Level Outing Club	\$ 766	\$ 843	\$ 927	\$ 1,020	\$ 1,122	\$ 1,234	\$ 1,357	\$ 1,493
Mock Trial	\$ 555	\$ 673	\$ 793	\$ 913	\$ 1,032	\$ 1,155	\$ 1,274	\$ 1,401
Natural Helpers	\$ 1,302	\$ 1,443	\$ 1,583	\$ 1,721	\$ 1,863	\$ 2,003	\$ 2,257	\$ 2,483
Philosophy Club	\$ 555	\$ 673	\$ 793	\$ 913	\$ 1,032	\$ 1,155	\$ 1,274	\$ 1,401
Riding Club	\$ 766	\$ 843	\$ 927	\$ 1,020	\$ 1,122	\$ 1,234	\$ 1,357	\$ 1,493
S.A.D.D.	\$ 844	\$ 983	\$ 1,124	\$ 1,264	\$ 1,404	\$ 1,545	\$ 1,777	\$ 1,953
School News	\$ 1,350	\$ 1,486	\$ 1,625	\$ 1,767	\$ 1,906	\$ 2,046	\$ 2,284	\$ 2,512
School Store	\$ 674	\$ 816	\$ 955	\$ 1,096	\$ 1,236	\$ 1,376	\$ 1,610	\$ 1,769
Select Chorus	\$ 1,302	\$ 1,443	\$ 1,583	\$ 1,721	\$ 1,863	\$ 2,003	\$ 2,257	\$ 2,475
Senior Advisor	\$ 1,302	\$ 1,443	\$ 1,583	\$ 1,721	\$ 1,863	\$ 2,003	\$ 2,257	\$ 2,483
Ski Club	\$ 760	\$ 900	\$ 1,040	\$ 1,180	\$ 1,322	\$ 1,461	\$ 1,692	\$ 1,862
Sophomore Advisor	\$ 650	\$ 792	\$ 932	\$ 1,071	\$ 1,212	\$ 1,352	\$ 1,584	\$ 1,741
Stage Band Club	\$ 1,302	\$ 1,443	\$ 1,583	\$ 1,721	\$ 1,863	\$ 2,003	\$ 2,257	\$ 2,475
Student Council	\$ 902	\$ 1,042	\$ 1,183	\$ 1,323	\$ 1,462	\$ 1,603	\$ 1,835	\$ 2,017
Summer Helderbarker	\$ 225	\$ 249	\$ 272	\$ 294	\$ 317	\$ 341	\$ 380	\$ 419
Summer Reading	\$ 177	\$ 206	\$ 235	\$ 264	\$ 301	\$ 335	\$ 371	\$ 413
Yearbook	\$ 1,754	\$ 1,894	\$ 2,033	\$ 2,175	\$ 2,314	\$ 2,455	\$ 2,687	\$ 2,954

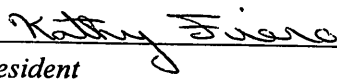
IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective representatives in the presence of each other on the 11th day of April, 2001.

VOORHEESVILLE CENTRAL SCHOOL DISTRICT



Superintendent

VOORHEESVILLE TEACHERS ASSOCIATION



President

VOORHEESVILLE CENTRAL SCHOOL DISTRICT

VOORHEESVILLE, NEW YORK 12186

BOARD OF EDUCATION

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PRESIDENT

ROBERT J. BARON
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THOMAS THORPE, JR.

ALAN R. McCARTNEY, Ed.D.
SUPERINTENDENT OF SCHOOLS

DISTRICT OFFICE

ANTHONY P. MARTURANO, Ed.D.
ASSISTANT SUPERINTENDENT

SARITA WINCHELL
TREASURER

DOROTHEA PFLEIDERER
CLERK

PHONE: (518) 765-3313
FAX: (518) 765-2751

April 11, 2001

Voorheesville Teachers Association

RE: Side Letter of Understanding

Article 6.15:

School calendar days that are in excess of one hundred and eight-two (182) for each year of this agreement shall be designated emergency (snow) days. Unused emergency (snow) days will be used to extend the spring vacation and/or Memorial Day vacation. The determination of when the days will be used will be at the sole discretion of the superintendent.

Article 5.10

The Board may wish to re-institute the position of Director of Guidance. If that occurs, the person hired would be part of the Voorheesville Teachers Association bargaining unit.

It is understood by the parties that retroactive compensation shall be calculated upon base salary unless otherwise noted.



Kathy Fiero, President
Voorheesville Teachers Association



Alan R. McCartney, Ed.D.
Superintendent of Schools

MEMORANDUM OF AGREEMENT

between the

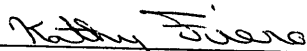
Voorheesville Central School District

and the

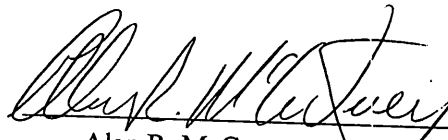
Voorheesville Teachers Association

It is agreed by the parties that the agreement to hire a non-union individual as Athletic Director will be extended for the 2001-2002 school year.

This Memorandum of Agreement will not become a permanent part of the duly negotiated contract between the Voorheesville Teachers Association and the Board of Education of the Voorheesville Central School District.



Kathy Fiero, President
Voorheesville Teachers Association



Alan R. McCartney, Superintendent
Voorheesville Central School District

4/11/01

Date

4/11/01

Date

Amendments to VTA Memorandum of Agreement

Dated April 11, 2001

Salary Schedules:

COMPENSATION FOR DEPARTMENT CHAIRPERSONS

	Step 1 (1-4 yrs.)	Step 2 (5-8 yrs.)	Step 3 (9+ yrs.)
Guidance Counselors	\$2,400	\$2,900	\$3,400
Social Workers	\$2,400	\$2,900	\$3,400
School Psychologists	\$2,400	\$2,900	\$3,400

COMPENSATION FOR DIRECTORS, COORDINATORS AND ADMINISTRATIVE ASSISTANTS

	Step 1 (1-4 yrs.)	Step 2 (5-8 yrs.)	Step 3 (9+ yrs.)
Occupational Education	\$2,400	\$2,900	\$3,400
Elementary Computer	\$2,400	\$2,900	\$3,400
Extra-Curricular	\$3,100	\$3,600	\$4,100
Director of Guidance*	\$3,100	\$3,600	\$4,100
Gifted and Talented	\$2,400	\$2,900	\$3,400
Director of Music	\$2,600	\$3,100	\$3,600
Director, Special Education	\$2,600	\$3,100	\$3,600
Administrative Assistants	\$2,400	\$2,900	\$3,400
District Technology	\$2,600	\$3,100	\$3,400
Distance Learning	\$2,400	\$2,900	\$3,400
Humanities (Districtwide)	\$2,400	\$2,900	\$3,400

Distance Learning and Humanities Coordinators titles have been added to this schedule

New Coaching title added to Coaching Compensation Schedule (Schedule G)

	1	2	3	4	5	6	7	8
Mod. Track	\$1,151	\$1,200	\$1,250	\$1,304	\$1,369	\$1,442	\$1,527	\$1,680

COMPENSATION FOR DEPARTMENT CHAIRPERSONS

	Step 1 (1-4 yrs.)	Step 2 (5-8 yrs.)	Step 3 (9+ yrs.)
English	\$2,400	\$2,900	\$3,400
Social Studies	\$2,400	\$2,900	\$3,400
Science	\$2,400	\$2,900	\$3,400
Math	\$2,400	\$2,900	\$3,400
Foreign Language	\$2,400	\$2,900	\$3,400
Art/Music	\$2,400	\$2,900	\$3,400

Art/Music Chairperson has been added to this schedule

Recognition:

- 1.1 The Voorheesville Board of Education ("Board"), having determined that the Voorheesville Teachers Association ("Association") is supported by a majority of the **employees** in a unit composed of all professional, certificated personnel, **including occupational therapists and physical therapists**, but excluding the superintendent, building principals, and assistant building principals and all other employees, hereby recognizes the Association as the exclusive negotiating agent for all employees in such unit.

VOORHEESVILLE TEACHERS ASSOCIATION

VOORHEESVILLE CENTRAL SCHOOL DISTRICT

Kathleen Fiero, President

Alan R. McCartney, Superintendent

Date

Date

VOORHEESVILLE CENTRAL SCHOOL DISTRICT

VOORHEESVILLE, NEW YORK 12186

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CLERK

PHONE: (518) 765-3313
FAX: (518) 765-2751

Voorheesville Teachers Association

RE: Side Letter of Understanding

It is understood that Occupational Therapists, Rita Okinewski and Megan Bruno; and Physical Therapist, Lisa Herzog, employed by the District on September 1, 2000 will not have their level of health benefits, in effect as of May 1, 2001, as provided under Article 22.5 of the UEV contract, diminished under Article 6.3 of the VTA Contract dated July 1, 2000 through June 30, 2003. These benefits will be effective for the duration of their employment with the Voorheesville Central School District and will not be reduced unless said employees choose to work less than .5 FTE.

Kathy Fiero, President
Voorheesville Teachers Association

Date: _____

Alan R. McCartney, Ed.D.
Superintendent of Schools

Date: _____